SOLUTIONS CATALOG

BETTER LEADERS. STRONGER TEAMS.

devel—Us
WORLDWIDE

BETTER LEADERS. STRONGER TEAMS.

developU**s**

WORLDWIDE

BETTER LEADERS. STRONGER TEAMS.

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WE MAKE LEADERS BETTER LEADERS & TEAMS BETTER TEAMS

*develop*Us is a RELATIONSHIP-DRIVEN employee development firm that solves organizational challenges by growing the people so they can grow the business.

We partner with you to develop and deliver employee and leadership development solutions that work for your people, your leaders, and your strategy. Our philosophy is based on Relationship-Driven Performance Improvement; we live this philosophy in our interactions with our clients, and it is reflected in each of our products.

Through 4 distinct, yet interconnected lines of business, we help your most valuable assets develop the skills they need to drive the results they want.

RELATIONSHIP DRIVEN SOLUTIONS

CUSTOM TRAINING DESIGN:
We build it – you own it

LEADERSHIP DEVELOPMENT PROGRAMS:
Great training – offered at your place or ours

ASSESSMENTS:
Styles, skills, motivators, job match, & organizational stress

EVOLUTION-OF-SELF COACHING™:
For when training isn't the right solution

"THE ONLY WAY TO GROW A BUSINESS IS TO GROW THE PEOPLE IN IT. YOU HAVE TO CREATE A PLACE WHERE PEOPLE CAN BRING THEIR ABSOLUTE BEST SELVES TO WORK EVERY DAY. THAT'S WHEN THE MAGIC HAPPENS."

Kelly Irons - President and CEO, *develop*Us

*develop*Us
WORLDWIDE
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PROGRAMS & WORKSHOPS

CATALYST
A YEAR-LONG LEADERSHIP DEVELOPMENT PROGRAM

+2 DAYS

SESSION ONE:
PRESENT LIKE A BOSS
2 Day in-person Class

Presentation skills are important for a variety of roles, whether you are delivering a sales pitch or leading your company's annual meeting. Leadership skills are similarly important, regardless of your rank and tenure. This course brings the two together in a unique and transformational 2-day experience. Participants will learn the fundamentals of good presentation delivery, including both the physical, in-front-of-the-room skills, and the content required to deliver compelling presentations, from the sales floor to the boardroom. Participants will receive real-time feedback and coaching while building a presentation that requires them to identify their leadership brand, style, and vision. This presentation skills class will have you looking and thinking like a leader, fast!

for more detail about this course, please see page 00

+2 DAYS

SESSION TWO:
D.R.I.P. LEADERSHIP
2 Day in-person Class

This course is designed to build skill in three critical areas of employee development for leaders:

1. Diagnosing employee development needs
2. Giving and receiving feedback
3. Coaching for performance

Over the course of the two days, participants will evaluate their teams and learn valuable skills that are immediately transferable to their roles. Highly interactive, and both intuitive and introspective, this course is a must for leaders who need to improve their ability to develop their direct reports, and for those who want to build high-performance culture in their teams.

for more detail about this course, please see page 00

+3 DAYS

SESSION THREE:
GET REAL: PART ONE
3 Day in-person Class

Style, approach, values, competencies, backgrounds, and principles all vary, but there is one universally-held truth in leadership-relationships matter. This paradigm-shifting course is critical for anyone in a relationship-driven role or business, and for leaders looking to develop great relationship-building skills. This course is based on a proprietary developUs model that sits firmly on the belief that duration and proximity do not determine strength nor depth of relationship. Participants will learn the 4 components of grade "A" relationships, be challenged to rethink their approach, and learn how to bring their "A Game" to critical relationships.

for more detail about this course, please see page 00

+12 SESSIONS

EVOLUTION-OF-SELF COACHING™
6 INDIVIDUAL + 6 GROUP SESSIONS

+2 DAYS

SESSION FOUR:
GET REAL: PART TWO
2 Day in-person Class

In this final course, participants learn and apply Part Two of the GET REAL model. This course covers authentic leadership, diversity and inclusion, and team culture. Participants will spend time sharing growth stories from the 6 months of coaching and establish continued growth plans for themselves and members of their team before receiving their Certificate of Completion.

=21 LEADERSHIP-CATALYZING EXPERIENCES

You may have heard that organizations that invest in the development of leaders out-perform those that don't. You may also have heard that it takes 21 days to form a habit. As a result, we developed the CATALYST Program, a year-long experience that has precisely 21 touch-points designed to build and reinforce the skills and habits of great leaders. Over the course of the year, you'll experience 9 days of training and 12 coaching sessions for a total of 21 leadership-catalyzing experiences. From presentation skills to driving high performance, and personal branding to relationship-building, our CATALYST Program addresses leadership from every angle. Tired of one-and-done training programs that don't change anything?

Visit www.developus.com/catalyst or email info@developUs.com to learn more about bringing this habit-forming year to you.

PRESENT LIKE A BOSS

Presentation skills are important for a variety of roles, whether you are delivering a sales pitch or leading your company's annual meeting. Leadership skills are similarly important, regardless of your rank and tenure. This course brings the two together in a unique and transformational 2-day experience. Participants will learn the fundamentals of good presentation delivery, including both the physical, in-front-of-the-room skills, and the content required to deliver compelling presentations, from the sales floor to the board room. Participants will receive real-time feedback and coaching while building a presentation that requires them to identify their leadership brand, style, and vision.

TARGET AUDIENCE:

- First-time leaders
- Professionals who deliver group presentations and/or lead meetings
- Participants in Leadership Development Programs

COURSE OBJECTIVES:

At the end of this course, participants will:

- Effectively demonstrate the use of new physical skills to improve their presentation delivery
- Identify and put words to their own personal leadership approach and values
- Deliver a presentation about their own leadership style that demonstrates effective and commanding presentation skills

D.R.I.P. LEADERSHIP

Driving Relationships to Improve Performance

This 2-day course is designed to build skills in three critical areas of employee development for leaders:

1. Diagnosing employee development needs
2. Giving and receiving feedback
3. Coaching for performance

During the course, participants will evaluate their teams and learn valuable skills that are immediately transferable to their roles. Highly interactive, intuitive, and introspective, this course is a must for leaders who need to improve their ability to develop direct reports, and for those who want to build high-performance culture in their teams.

TARGET AUDIENCE:
- First-time leaders
- Leaders who need to drive results through people
- Leaders who have not had training on the people side of the business
- Participants in Leadership Development Programs

COURSE OBJECTIVES:

At the end of this course, participants will:

- Improve leadership effectiveness and build trust by developing effective leadership skills including: goal setting, active listening, problem solving, giving and receiving feedback, and coaching
- Increase accountability by establishing performance expectations that promote a high-performance culture and align to the organization's goals
- Use an employee performance diagnostic tool to determine development needs of team members, and create appropriate development plans
- Recognize and adapt leadership style and behaviors to meet the needs of team members and drive performance
- Use proven coaching methods and skills to emphasize focus on goal progress and attainment
- Continuously build trust and improve performance by recognizing the gap between intent and impact

GET REAL: BRINGING YOUR "A" GAME TO CRITICAL RELATIONSHIPS

Style, approach, values, competencies, backgrounds, and principles all vary, but there is one universally-held truth in leadership – relationships matter. This paradigm-shifting course is critical for anyone in a relationship-driven role or business, and for leaders looking to develop great relationship-building skills. This course is based on a proprietary *develop*Us model that sits firmly on the belief that duration and proximity do not determine strength nor depth of relationship. Participants will learn the 4 components of grade "A" relationships, and be challenged to rethink their approach in this highly transformative workshop.

This course is offered as a 6-month intensive leadership program that begins with 3 days in class, followed by six months of individual coaching, and concludes with two more days in the classroom. It is also available as a 60-90 minute keynote.

TARGET AUDIENCE:

- Leaders who need to drive results through people
- First-time leaders
- Leaders who have not had training on the people side of the business
- Participants in Leadership Development Programs

relationship ➡ REAL-ationship

COURSE OBJECTIVES:

At the end of this course, participants will:

- Recognize and adapt to multiple behavioral and motivational styles to build REALationships
- Increase levels of self-awareness and seek opportunities for improvement in leadership approach
- Own their impact in both positive and not-so-positive situations
- Develop an individual and team practice of recognition and acknowledgment
- Develop a system of self-management for goal attainment
- Create a professional environment where everyone on the team can bring their best selves to work every day
- Leverage REALationships to drive high-performance

LEADING WITH STYLE

In this assessment-based course, participants replace judgment with understanding as they learn to identify and work with people who have different behavioral styles and/or different motivational drivers. Each participant will complete a 15-30 minute assessment to identify their own style and motivators, and are provided a comprehensive report to review prior to attending the course.

During this course, we will establish a common language that can be used to build trust, build relationships, resolve conflict, and identify the strengths and needs of the team. Participants leave with a new understanding of themselves and their teammates after this day-long transformational experience.

This course includes one follow-up coaching session with each member of the team, and 6 months of executive coaching for the team leader.

TARGET AUDIENCE:

- Intact teams looking to increase their performance and commitment to each other
- Intact teams who value the importance of collaboration and relationships
- Leadership teams looking to drive relationships across the organization
- Leaders who are looking for more effective ways to manage the people on their teams

You. Me. Us. We. Team.

COURSE OBJECTIVES:

At the end of this course, participants will:

- Recognize how their natural style adds value and presents challenges for others on the team
- Recognize the natural styles of others, and adjust to their needs as necessary for success
- Establish a common language across the team to talk about sources of interpersonal conflict
- Build and repair relationships that are strained by style differences
- Respect differences and acknowledge the value that each style brings to the team
- Evaluate roles and responsibilities that are in alignment or conflict with natural styles and motivators

EXECUTIVE TEAM ALIGNMENT PROJECT

> **LEADERSHIP IS THE CAPACITY TO TRANSLATE VISION INTO REALITY.**
>
> —Warren Bennis

DESCRIPTION:

Executive Teams have the distinct responsibility of determining the direction of an organization and leading their teams in a way that aligns individual behaviors with organizational goals. When the Executive Team is completely aligned around specific performance and behavioral objectives, the results are impressive. Conversely, when there are challenges in departments across the organization, it is often a symptom of alignment challenges at the Executive Level. This year-long program works closely with intact Executive Teams to clarify expectations, align behaviors, and create high-performing relationships with each other in order to drive results, both business and cultural, beyond what may currently seem possible.

PROGRAM COMPONENTS:

3-Day Executive Retreat

- **Day 1:** Full-Day Meeting with Executive Team
- **Day 2:** Individual Meetings with Executive Team Members
- **Day 3:** Full-Day Meeting with Executive Team

Quarterly One-Day Calibration Meetings

Monthly Individual Executive Coaching for all members of the Executive Team

CORPORATE EVENTS AND KEYNOTES

GET REAL: BRINGING YOUR "A" GAME TO CRITICAL RELATIONSHIPS

Theme: Relationship Building

Style, approach, values, competencies, backgrounds, and principles all vary, but there is one universally-held truth in leadership - relationships matter. This paradigm-shifting keynote is critical for anyone in a relationship-driven role or business, and for leaders looking to develop great relationship-building skills. The 60-minute session is based on a proprietary *develop*Us model that sits firmly on the belief that duration and proximity do not determine strength nor depth of relationship. Participants will learn the 4 components of grade "A" relationships, and be challenged to rethink their approach in this highly engaging keynote.

BREATHING LIFE INTO YOUR ORGANIZATION

Theme: Collaboration

What does it really mean to be alive? Biologically speaking, "life" requires that certain criteria are met, and the same is true for teams and organizations. Are your people alive when they come to work every day? Does your office buzz with live energy each day, or does it feel more like the entire building is in a coma? Much like the human body, an organization is made up of systems that must interact in order to survive. This 60-90 minute keynote draws parallels between the systems of the body and the systems in an organization to highlight the importance of teamwork, collaboration, communication, and sharing of resources. Failure of one system can land a person, or a company in the emergency room, but when all systems work together, people and companies don't just survive, they thrive.

CUSTOM TRAINING

CUSTOM TRAINING DESIGN PROCESS

PHASE ONE: TRAINING ANALYSIS

- Stakeholder Meeting to Establish the North Star
- End-User Meeting to Establish User Expectations
- Review of All Current Training Materials and Corporate Messaging
- Delivery of Recommended Training Road Map

PHASE TWO: TRAINING DESIGN

- Establish Session Objectives
- Provide Graphic Templates
- Draft Facilitator and Participant Materials
- Provide Final Materials for Publication

PHASE THREE: DELIVERY

- Train-the-Trainer Sessions
- Training Rollout

PHASE FOUR: EVALUATION

- Did they like it?
- Do they remember it?
- Can they do it?
- Did it make a difference?

TYPES OF PROGRAMS WE BUILD:

- Classroom Instructor-Led Training
- Virtual Instructor-Led Training
- E-Learning
- Mentor Programs
- Self-Guided Programs

WHAT YOU GET:

We'll produce a ready-to-deliver employee development program that looks like you, sounds like you, feels like you, and belongs to you. There are no licensing fees, and you own both the intellectual property and the copyright.

CUSTOM TRAINING DESIGN

PROBLEMS WE SOLVE

Training Augmentation
You know you need an employee development program, but don't have the internal resources to build and/or deliver it effectively.
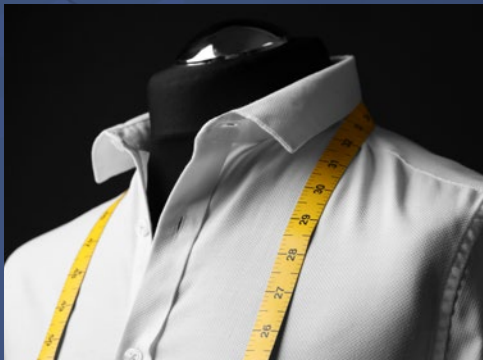
Onboarding
You are hiring and/or promoting people, but you are in need of an onboarding system for both new hires and people being moved into new roles.

Knowledge Transfer
You have many smart people in the organization, but need a plan for how to transfer their smarts to the next generation before they leave.

Death by PPT
You have Subject-Matter Experts doing training and the content is great, but the delivery needs some help.

AREAS WE SPECIALIZE IN INCLUDE:

- Onboarding
- Leadership Development
- Staffing and Recruiting
- Sales

Why Use *develop*Us?

- It's more cost-effective than hiring someone internally.
- We bring an entire team with us, from instructional designers and e-learning developers, to graphic designers, facilitators, and consultants.

- We deliver more effective, efficient results that impact your business.
- We are easy to do business with.

OUR CUSTOM TRAINING SOLUTIONS CAN HELP!

ASSESSMENTS

PROBLEMS WE SOLVE

Feedback
You need a tool to help you create insight for leaders about their impact.

Hire the Best Match
You need an assessment that can be used as part of your hiring process to determine job match.

Increased ROI
You currently use assessments but are concerned about cost/value impact.

Certifications
You need your team certified to deliver and debrief behavioral and motivation assessments.

AREAS WE SPECIALIZE IN INCLUDE:

- Pre-Hire/Selection
- Job Benchmarking
- Succession Planning
- Styles/Motivators/Skills
- Leadership Development
- Organizational Stress
- Selling Skills

Why Use *develop*Us?

- We use high-quality, research-driven assessment tools.
- Our services include debriefs with every participant – no hidden charges.

- We can certify your team to deliver and debrief our tools.
- Our practitioners have decades of experience and have completed formal certification to ensure excellence.

OUR ASSESSMENT TOOLS AND CERTIFIED EXPERTS CAN HELP!

TRIMETRIX™ DNA

TriMetrix™ DNA combines the power of DISC, Driving Forces™, and Competencies into one report.

DISC

Even if you've done DISC, you've never done DISC like this! This tool assesses and describes the natural and adapted behavioral styles that people use to accomplish their work. Want to know if someone's natural style is a match for the job? How they will respond under stress? How will they "show up" in the workplace? This is the assessment for you! Useful for coaching, identifying job-person matches, building self-awareness, distinguishing "intent" from "impact," and transforming judgment into understanding among colleagues on a team.

DRIVING FORCES™

Part Two of the TriMetrix™ DNA identifies a person's Driving Forces™ and builds on the strengths that each person brings to the work environment by addressing their "why." Want to know what makes someone "tick"? What they value? How to incentivize them? Areas of potential interpersonal conflict? The Driving Forces™ assessment pulls back the curtain revealing the core motivating factors that drive a person's behavior.

COMPETENCIES

DNA is designed to assist you in managing and developing careers by understanding the competencies that are currently developed, and by identifying those that may need further development. The assessment measures 25 global competencies, and determines if a person's skills in each area are well-developed, developed, moderately developed, or needs development. Corporations: If you are using a competency model, or looking to develop one, this tool will take your efforts to the next level quickly. Individuals: If you are looking to take your career to the next level, this is a great first step to identify areas for personal and professional development.

DISC & DRIVING FORCES™ CERTIFICATION

For people who want to administer and debrief the DISC and Driving Forces™ assessment, this course will increase your knowledge base, build individual and group debrief skills, equip you to lead team-building sessions, and prepare you for the CPBA and CPDFA exams. Unlike other "certification" courses, which often provide only a certificate of completion, registration in this course includes access to the online certification exams and all study materials, as well as "Train-the-Trainer" modules and materials to ensure those who facilitate team-building sessions using these tools are well prepared and supported. Upon completion of the exams, participants will be officially certified by TTISI, the research-based assessment provider based in Scottsdale, AZ. A post-class coaching session is also included with one of our certified instructors.

TARGET AUDIENCE:

- Independent Coaches and Consultants
- HR Professionals
- Corporate Trainers
- DISC Practitioners

COURSE OBJECTIVES:

At the end of this course, participants will:

- Successfully complete the Certified Professional Behaviors Analyst exam
- Successfully complete the Certified Professional Driving Forces Analyst exam
- Effectively administer and debrief the Talent Insights assessment
- Deliver a group debrief/team dynamics team-building session using the materials provided
- Explain and apply the appropriate uses for the Talent Insights assessment tool in real-life settings

STRESS QUOTIENT™

Are you suddenly feeling not yourself at work? Maybe your friends and family have commented that they're worried about you. Does your team, department, or entire company seem distracted and anxious? Is morale low?
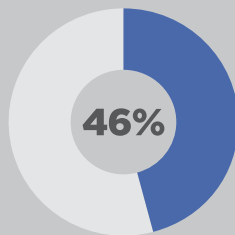
Undiagnosed stress causes 60% of all illness + disease.

Stress, in small amounts, can be motivating and productive, but excessive stress is crippling, and you may not even know it's there.

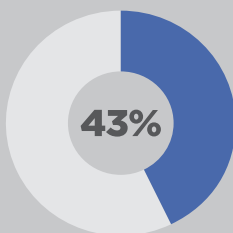**Stress costs organizations $300 billion in lost property + medical costs every year.**
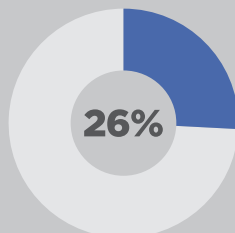
JOB-RELATED STRESS
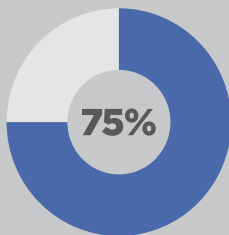
75%
Report experiencing at least one stress symptom in the last month

46%
Feel depressed or sad due to stress in the last month

43%
Say stress has kept them awake at night in the last month

26%
Say stress has increased in the past year

Stress in America Report, APA 2015

Things you'll discover using STRESS QUOTIENT™

1 *You'll learn where your stress is coming from, and what it is impacting.*

2 *You will discover how intense individual and group stress levels are.*

3 *You and your team will begin communicating about stress.*

4 *You'll determine how stress is impacting productivity.*

5 *You'll see if demands at work spur collaboration or cause fights.*

6 *You'll know if the people around you feel rightly recognized.*

7 *You'll uncover issues you thought were resolved — but aren't.*

*Information taken from **TTI Success Insights®** *7 Things You'll Discover About STRESS By Using Stress Quotient™*

COACHING

PROBLEMS WE SOLVE

Driving Performance
You or one of your leaders is "stuck" in old ways of operating.

Partnership for Results
You have a leadership development program and you need an unbiased partner to help drive results.

Change Management
Your organization is experiencing a change, and you need help making it stick.

Re-Onboarding
You are bringing on new leaders and want to support their transition.

AREAS WE SPECIALIZE IN INCLUDE:

- Leadership Transitions
- Executive Team Alignment
- Individual Competency Development
- Somatic Awareness

Why Use *develop*Us?

- All of our coaches are trained and credentialed through the International Coach Federation.

- We've all been coached as clients, so we understand the process from both sides of the relationship.

- We won't force a coaching methodology; instead, we do what works for each unique individual.

- We have a high level of referrals from our clients - our coaching programs make a difference that wouldn't otherwise be possible.

OUR CERTIFIED COACHES DELIVER RESULTS THAT MATTER.

EVOLUTION-OF-SELF COACHING™

Whatever the challenge... you have, and are, the solution. Every next level of your life will demand a different you.

COACHING DEFINED:

- The International Coach Federation defines coaching as "partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential." We want to be clear that this is not consulting, and this is not therapy. This is a catalyst for the "evolution of self".

- The coaching relationship is driven by your personal objectives for evolution. In what ways do you want to show up in this world differently, and get different results? What internal things need to shift in order for you to get those results?

- Time commitment/structure – Minimum of a 6-month commitment. Twice a month, either face to face or via conference. Group coaching is also available.

OUR CREDENTIALS

- International Coach Federation Certified
- Presence-Based Coaching Trained and Certified
- Committed to the development of humans

ICF
International Coach Federation

SIGNS THAT YOU ARE READY FOR A COACHING PARTNERSHIP:

- Are you ready to evolve with intention? (Or evolve on purpose?)
- Are you contemplating what needs to be different about you, so the results around you are different too?
- Are you feeling stuck? Or looking for something to help you achieve new things?
- Does something need to shift, in your head or in your chest to allow you to get to the next level in your life?

TESTIMONIALS:

- "My coach was very professional and helped me uncover some deep things that were holding me back from being the best manager/person I could be for myself and the company."
- "I wish could spend more time with her. Grew so much from working with her."
- "Huge success in helping me see how I truly fit into the company and what role I truly play."
- "It was a good experience for me. It helped me grow and improve my leadership skills."
- "This was different than any other type of coaching I've had before. It was really good, hard at times, but so easy somehow."

LEADERSHIP DEVELOPMENT PROGRAMS

PROBLEMS WE SOLVE

Intervention
You have a team you know is capable of greatness, but something's getting in the way.

Develop in the Right Direction
You have leaders responsible for the success of your organization and the people in it, but no systematic way to support their growth and development.

Corporate Events
You have an upcoming team/company meeting and need something impactful to do with the group.

Public Workshops
You have leaders and soon-to-be leaders who you would like to send to training.

AREAS WE SPECIALIZE IN INCLUDE:

- Onboarding
- Leadership Development
- Staffing and Recruiting
- Sales

Why Use *develop*Us?

- We've designed every program to create a learning experience that changes people forever.

- Our facilitators are hand-picked with industry experience and subject-matter expertise.

- We have reinforcement plans to help learners learn, and managers reinforce the training materials.

- We have a long track record of great feedback from a variety of industries – ask us for referrals!

OUR READY-TO-DELIVER COURSES AND FACILITATORS CREATE IMPACT!

OUR STORY

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We develop teams. Thus the name – *develop*Us. Our focus is on what YOU as an individual bring to the team, thus the lean towards the "U" in "Us." Check out the full story at ***www.developus.com/logo.***

Mission: To help leaders be better leaders and teams be better teams by providing learning opportunities and solutions for employees around the world.

GUIDING PRINCIPLES

- We believe in forming partnerships with our clients through the power of REALationship-driven performance improvement.

- We believe in making it easy to do business with us. We remind ourselves every day that without our clients, our employees, and our partners, we would not exist.

- We believe that "One Call Solves All." Regardless of the nature of your call, the person who answers the phone is the person who will find the right solution.

TESTIMONIALS

"ALWAYS DOES A GREAT JOB..."

"EXTREMELY KNOWLEDGEABLE ON THE SUBJECT MATTER AND PRESENTED THE INFORMATION IN A VERY USABLE MANNER."

"[THE TRAINER] WORKED THE ROOM FLAWLESSLY AND KEPT EVERYONE'S ATTENTION THROUGHOUT THE LONG DAY. I LEARNED QUITE A BIT... AND HAVE A NEW OUTLOOK AND EXCITEMENT FOR THE WORK THAT I DO."

"I HAVE ENJOYED CLASSES FOR THE CONTENT... I TAKE AWAY GOOD EXAMPLES FOR MODELING BEHAVIOR FOR ADULT LEARNING AND FACILITATION AS WELL!"

CORE VALUES

We Believe In…

INTEGRITY

We are committed to doing what is right, even when no one is watching. We use the same standard of integrity whether dealing with individuals, clients, vendors, internal team members, or external team members.

RESPONSIBILITY

We believe and behave in ways that demonstrate a deep sense of responsibility. We hold ourselves to high standards, thrive on accountability, and encourage our peers, partners, and clients to be accountable for their actions and impact.

LEARNING

We seek opportunities for improvement. We give and receive feedback, and are focused on helping each other and our clients get better, every day, in every conversation.

DIVERSITY

We value and need both the obvious and subtle differences that make our workforce amazing. We strive to create an environment in our own lives and in the lives of our clients where people are supported, and contribute in ways that develop the team, the organization, and the individual.

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